



**A STUDY ON FACTORS AFFECTING TEACHER'S JOB
SATISFACTION AT PRIMARY AND SECONDARY SCHOOLS
IN KUALA LIPIS PAHANG, A COMPARISON.**

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JULY 2013

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”

I, Muhammad Syifak Bin Fisal, (I/C Number: 890517-06-5243)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____
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Date : 05th July 2013

LETTER OF SUBMISSION

05th July 2013

The Head of Program
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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title "A STUDY ON FACTORS AFFECTING TEACHER'S JOB SATISFACTION AT PRIMARY AND SECONDARY SCHOOLS IN KUALA LIPIS PAHANG, A COMPARISON" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you

Your Sincerely

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ABSTRACT

This research was carried out to examine the combination of factors and comparison that affect satisfaction among secondary and primary school teachers at Kuala Lipis, Pahang. Job satisfaction among teachers seems to be declining even though there are continues initiative to help them.

In present organizational culture, job satisfaction has emerged to be very important component of organizational performance. Job satisfaction can represent the moral of teachers in carrying their responsibilities and will directly affect their performance. The question arises thus, why exactly job satisfaction might be decline year by year.

The scope of research is focusing on three factors that are working conditions, workload, and respect. This study involved 148 teachers among eight of school in Kuala Lipis Pahang. The instrument used in this research was a set of questionnaires.

Result of the present observation showed that the most influential factors that affect teacher's job satisfaction is the workload that they carry. Additional task has been given to teachers from time to time until they feel burden by it.

The findings of this study indicate that working condition, workload, and respect can be an important factor toward job satisfaction. Based on the findings the researcher has come up with several type of recommendation to be taken as an action. First, organization such as the District Education Office and the Ministry of Education should be the one that constantly help solving teacher's problems and take action to improve teaching environment, teaching aids materials, and also provide adequate training for teachers. Second, teachers themselves should take corrective action by identifies their problems and seek for help from others. Teachers also have to find a way to delegate their work to reduce the burden that can affect their teaching performance.

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